IT Compensation and Classification Workgroup
December 4, 1998
Meeting Minutes

Members present: Ann Genovese, Linda Harber, Pat Jackson, Debbie Mincarelli, Jim Peters, Rick Pugh, Nazeem Reza, Debra Sandy, Marcia Webb.

Members absent: Patti Higgins, Andy Poarch

Guests: Dennis Aebersold, Heather Reagan, Gene Roche, Bob Weaver

Linda Harber, Chair, welcomed members. Members introduced themselves. Harber updated group on the COTS meeting of November 24, 1998.

Feedback to DPT

1. Supervisory fix -- look at definitions for supervisory requirements (Ex. Supervisory responsibilities could include supervision of functions rather than persons)
2. Mismatch of IT job titles & duties (Ex. Webmaster has no obvious match)
3. Recommend that the reallocation process be streamlined for IT staff
4. Proposal: revise DPT model by January 15 and then offer two options to agencies:

Option I

Start with DPT model and phase into the VCU model

Option II

Start directly with VCU model

Mincarelli and Peters will work with DPT (Pugh and Weaver) to finalize DPT model feedback.

Streamlining HR for IT Classifications/Other HR Initiatives

1. Mincarelli and Webb distributed COTS IT Workgroup Issues/Solutions -- discussion opened for group feedback.
2. Group brainstormed/developed list of current HR concerns. Issues included: money, supervisory issue, project management, career movement, etc.
3. Proactive recruitment strategies including immediate no-cost solution such as exemption of IT positions from agency/secretary approval process, use of ad template for IT positions, use of

    working titles in ads and quick reclassification approval process were endorsed.
4. Other administrative recommendations such as a state-wide recruiting site and compensation flexibility to adjust salaries (i.e., bonuses, project completion pay) also were endorsed.

Reagan and Webb will work together to merge these issues for a final proposal.

Beyond Y2K

The current IT issue is not a Year 2000 problem. Genovese volunteered to draft statement on behalf of the workgroup on this issue.

Next Meeting

The next meeting is scheduled for Friday, January 15th at 10:30a.m. in the Lindsey House conference room at 600 W. Franklin Street. Future meetings will be held the second Friday of each month at 10:30am. The dates from February to May are Feb. 12, March 12, April 9 and May 14.

Meeting adjourned.

Respectfully submitted,
Cheri Stickels
VCU Human Resources

Meeting Handouts: COTS IT Workgroup Issues/Solutions; Website article: Public Sector Staff Retention: A Contradiction in Terms?; Presentation: Information Technology Staffing: An IT and HR Problem